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ABSTRACT

This book explores three questions: What is really going on now for women and men at home and on the job? What is wrong? and How can it be made to work? Its four parts are sometimes addressed explicitly to four intended types of readers: top executive of an organization; human resources officer; manager; and men and women at home and at work. The objective of Part I is to expose the pattern of silence that conceals the experience of women in business and the professions and the way in which women are perceived by men in leadership and management positions. It then traces the progress women have made. It concludes with a discussion of the controversy that erupted over the author's "Harvard Business Review" article on the "mommy track." Part II describes the trends that will sweep women into the mainstream of business and the professions. Part III speaks to the executive at the top to convey the degree to which the talent of women in business is wasted. It discusses many questions executives often have about women in the workplace and things that must change if companies are to capitalize on the most talented individuals at every level. Part IV speaks to women and men in an effort to clarify their roles in effecting change--the distance they must travel to meet their employers and partners halfway. It also defines for employers what they can reasonably expect from their employees. A conclusion describes two different future scenarios resulting from action that is chosen now. Endnotes for each chapter and an index are appended. (YLB)

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